

KENDRA JOHNSON
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Fifth District



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HOUSE OF REPRESENTATIVES
STATE OF DELAWARE
LEGISLATIVE HALL
DOVER, DELAWARE 19901

DDDS Task Force
Direct Support Professionals Subcommittee Minutes
January 6th, 2020

Chair Kendra Johnson called the subcommittee meeting to order at 1:04 p.m. Member present included: Harriet Williams-Glover, Vivian Turner, Cynthia Campbell, Dana Curry-Hamler, Lisa Elias, Gary Cassedy, Micki Edelson, Susannah Eaton-Ryan, Yemi Awodiya, and Shane White.

Rep. K Johnson welcomed the subcommittee members.

Rep. K Johnson transitioned to a review of the December 9, 2019 DSP meeting minutes.

Members of the committee provided a few edits and a motion to accept the minutes with the provided changes was proposed by Lisa Elias and seconded by Dana Curry-Hamler.

Rep. K Johnson continued the meeting, noting that this taskforce was created in lieu of a sunset review. Members of the subcommittee noted that there is a perception that the state is moving away from group homes and the division is discouraging advocates and organizations from expressing concerns to families.

Lisa Elias mirrored the subcommittee's statement and noted the communication problems within DDDS.

Rep. K Johnson focused the subcommittee's attention to the quarterly vacancy reports provided by DDDS. She reminded the subcommittee that she questions the integrity of the data because some providers were not routinely submitting the information to DDDS. As a result, DDDS made a special request for old data that should have been previously submitted but was not, to be submitted per the task force requests.

Susannah Eaton-Ryan asked if the General Assembly will dislike that the subcommittee has the data yet chooses not to share it.

Cynthia Campbell emphasized that we do not want to confuse the General Assembly with too much data.

Rep. K Johnson proposed the subcommittee recommends that the vacancy report form is updated and collected quarterly moving forward.

Cynthia Campbell noted that DDDS sent three of the four quarters of turn-over data, however the subcommittee does not have access to the report that is likely to have the highest vacancies because of the school calendar.

Gary Cassedy offered caution regarding this recommendation. He explained that each provider collects data differently and DDDS tends to use the collected data against the providers.

Susannah Eaton-Ryan mirrored Gary's concern.

Rep. K Johnson highlighted that she understands the subcommittee's concern and asked if the subcommittee would like to suggest DDDS redo the form without the quarterly time requirement.

Gary Cassedy inquired if DDDS can do anything with the data obtained in the re-worked form if each provider collects the information differently.

Susannah Eaton-Ryan noted that each provider uses different ways of reporting, it would be very difficult to make conclusions from the data.

Gary Cassedy emphasized this recommendation would likely hurt providers rather than help them.

Rep. K Johnson said she understands the concerns and asks the subcommittee if they would like to discard the idea as a potential recommendation.

The subcommittee agreed that they would not like to move forward with that recommendation.

Members of the subcommittee highlighted that there is a perception of retaliation from DDDS, specifically a fear of provider probation.

Gary Cassedy said he recommends the subcommittee does not focus on specific data and suggested a few summary statistics that exemplify what the data seems to indicate.

Susannah Eaton-Ryan agreed and added the statements should include residential and day provider examples.

Gary Cassedy suggested the group splits up into day and residential providers to create data summaries. He continued to note each should be formatted the same.

Rep. K Johnson agreed and transitioned the subcommittee to travel reimbursements for DSPs.

Susannah Eaton-Ryan suggested that DDDS should not be involved with each providers decision to reimburse for travel or not.

Gary Cassedy emphasized that it is rare for a provider to offer reimbursements for travel to and from work unless the DSP is asked to go to a different county.

Rep. K Johnson asked the committee how to accurately capture how many DSPs have a second job.

Yemi Awodiya suggested the subcommittee could administer a survey to DSPs asking if they have an additional job.

Dana Curry-Hamler noted the survey would have to be administered in person because many DSPs do not respond to online or mailed surveys.

Susannah Eaton-Ryan mentioned some DSPs may not want to share that information.

Shane White highlighted she knows DSPs that work three jobs.

Gary Cassedy emphasized that stories like the one Shane White shared are very impactful, especially since the subcommittee will not be able to survey DSPs directly.

The subcommittee decided on two story themes, turnover rate and second jobs.

Gary Cassedy asked what the subcommittee is going to do with the provided stories.

Rep. K Johnson said the subcommittee will share the stories with the DDDS Task Force and the Task Force will decide what to do with them.

Rep. K Johnson adjourned the meeting at 3:00 p.m.

Respectfully Submitted By:

Sophia Vassar

Public Comment:

N/A